

Exhibit 5

7/9/2019

EthicsPoint Incident Management

ETHICSPPOINT®

Incident Management

Case

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Heather Long

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Case PC-FX-2019-6-29490-Employment Related : Retaliation : EEO
Reminders Add to Watchlist Print & Download

Opened: 06/28/2019**Days open:** 10**Last modified:** 06/28/2019**Intake method:** Email**Status:** Pending P&C Review**Alert Status:** Red

General Case Info

Case number:

PC-FX-2019-6-29490

Received/Reported date:

06/26/2019

Alleged incident date:

06/26/2019

Language:

English

Assigned tier:

FedEx Services P&C

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EthicsPoint Incident Management

Creator: Raven Mattison raven.mattison@fedex.com

Issue**Primary issue:**

Employment Related : Retaliation : EEO

Summary:

Jennifer is concerned that she is being retaliated against due to filing an EEO just after receiving a letter on June 3, 2019 which is attached that states "Each issue brought forth has been thoroughly investigated with the determination that corrective action will be take." Jennifer states that she takes that statement to confirm that the details she shared in this investigation were accurate and action would be taken to resolve the issue. Jennifer states that it has been 23 days since this letter and things haven't improved, yet it has gotten worse.

See attachment.

Case Details

Reported tier information**Case type:**

Internal EEO

Intake method:

Email

Location

Reporter contact information**Reporter anonymous:**

No

Reporter first name:

Jennifer

Reporter last name:

Harris

Phone number:

713-320-5307

Email address:

jennifer.harris@fedex.com

Case Information**Multi Department:**

No

What is your relationship to FedEx?

Employee

Your FedEx ID:

670033

Provide a brief description of the general nature of this matter. Please limit to 1 to 2 sentences.:

Jennifer is concerned that she is being retaliated against due to filing an EEO just after receiving a letter on June 3, 2019 which is attached that states "Each issue brought forth has been thoroughly investigated with the determination that corrective action will be take." Jennifer states that she takes that statement to confirm that the details she shared in this investigation were accurate and action would be taken to resolve the issue. Jennifer states that it has been 23 days since this letter and things haven't improved, yet it has gotten worse.

See attachment.

Where did this incident occur?

1517 Greens Road
Suite 100b
Houston, TX 77032
US

Please provide the specific or approximate date and time this incident occurred:

June 3, 2019
June 26, 2019

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Please identify the person(s) you are reporting as involved in this incident:

Michelle Lamb

Is a member of management aware of the incident you are reporting?

Don't Know / Don't Wish To Disclose

Confidential:

No

Region Name:

Jennifer Harris

Region Number:

Unassigned

Assignments & Access

Investigator: Adrian Webster; Amy Dudek; Cathy Beaver; Heather Long; Kia Muhammad; Kristy Gunn; Linda Taylor; Mac Chonoles; Mary Arnold; Michael Clark; Raven Mattison**Restricted access:** None**Case access list:** Adrian Webster; Amy Dudek; Cathy Beaver; Chelsea Conn; Georgetta Purdy; Heather Long; Keith Thomas; Kia Muhammad; Kristy Gunn; Linda Taylor; Lisa Lewis; Lynette McNeil; Mac Chonoles; Mark Allen; Mary Arnold; Melissa Paul; Michael Clark; Raven Mattison; Rob King; Rob Molinet

Participants

Name	Job Title	Relationship	Role	Results
Jennifer Harris	None	None	Complainant	None
Michelle Lamb	Director Sales	Employee	Implicated Person	None
Dave Russell	VP Sales	Employee	Other	None
Daniel Mullally	SVP Sales	Employee	Other	None

Agencies

None

Attachments

Add Attachments | Add Link

Files

	File	Category	Date	Description
Edit	FW Letter of Counseling-JenniferHarris.pdf		06/28/2019 03:54:00 PM	
Edit	Comp Ranking DAR FY19 Q4 June 10 2019.pdf		06/28/2019 03:59:00 PM	
Edit	EEO Letter.pdf		06/28/2019 03:59:00 PM	
Edit	Jennife Harris Letter of Counseling For Unacceptable Performance.pdf		06/28/2019 04:00:00 PM	
Edit	LHR Attainment History Q3 FY19.xlsx		06/28/2019 04:00:00 PM	
Edit	LHR FY19Q4 Performance Report 06-10-19.msg		06/28/2019 04:00:00 PM	
Edit	RE Action Needed.msg		06/28/2019 04:00:00 PM	

Synopsis

Outcome of case**Additional details****FedEx OpCo:**

FedEx Services

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EthicsPoint Incident Management

Functional Group:

Sales - Solutions

HR Manager:

Mac Chonoles

BC Advisor:

Kristie Castilow

Manager approval obtained:

No

Key Dates**Date P&C Requested:**

06/28/2019

Basis of Discrimination**Harassment:**

No

Age:

No

Color:

No

Sex/Gender/Pregnancy:

No

Disability:

No

Deaf and/or Hard of Hearing:

No

Religion/Creed:

No

Ethnicity:

No

FMLA / Military Leave:

No

FMLA / Medical Leave of Absence:

No

National Origin:

No

Pay/Pay Transparency:

No

Race:

No

Retaliation:

Yes

Gender Expression/Identity:

No

Genetic Information:

No

Marital / Family Status:

No

Military Active / Veteran Status:

No

Sexual Harassment:

No

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Sexual Orientation:

No

Tasks

P&C Review						
Assigned To	Status	Priority	Duration	Due Date	Start Date	Completed Date
[multiple]	Not Started	none	none		06/28/2019	

Case Notes

None

Related Cases

Cases Marked as Related to This CaseCase # Tier Investigator(s)

relationships.

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Info Contributors

None

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